

THE GLOUCESTER PUBLIC SCHOOLS

Our mission is for all students to be successful, engaged, lifelong learners.

Personnel Subcommittee Meeting Minutes

Monday, January 11, 2016

Superintendent's Conference Room – District Office

4:45 p.m.

Members Present

Melissa Teixeira, Chairperson

Tony Gross, Vice Chairperson

Jonathan Pope, Alternate

Administration Present

Dr. Richard Safier, Superintendent

Michelle Harvey, Human Resource Director

Also Present

Roland Goff, Esquire, Mass. Nurses Assoc.

Cindy Juncker, Nurse Leader

Leora Ulrich, GHS Nurse

Tamara Normand, East Gloucester Nurse

Debra McCarthy, Plum Cove Nurse

I. CALL TO ORDER – Chairperson Teixeira called the meeting to order at 4:45 p.m.

II. EXECUTIVE SESSION – On a motion by Mr. Pope, seconded by Mr. Gross, it was unanimously

VOTED: By Roll Call Vote

Mr. Gross – yes

Mr. Pope – yes

Chairperson Teixeira – yes

To enter into Executive Session at 4:45 p.m. for the purpose of discussing contract negotiations with the nurses and then to enter back into regular session.

(The meeting reconvened at 5:13 p.m.)

III. REPORTS/DELIBERATIONS/DISCUSSIONS

A. Discussion Regarding Nurse Negotiations – Mr. Goff asked whether or not the committee would consider a 1.5% increase across the board effective the first day of the school year for a one-year contract. In addition, the second paragraph in the duration clause regarding parity would be deleted, and the parties would continue negotiating the other items for the beginning of the next school year (2016-17).

Chairperson Teixeira pointed out that steps were not included in the contract; it just included placement of the nurses on the scale. Mr. Goff stated that they were looking at

the teachers' scale to get the nurses on the professional scale. However, the nurses have an obligation each time around to negotiate the contract and will no longer be tied to the teachers. Mr. Goff stated that he compared the evaluation to one he had negotiated in another district and that it seemed similar to him. However, he will need time to go through it thoroughly.

There was a discussion about the Family Medical Leave Act (FMLA) and the Mass. Parental Leave Act (MPLA). Ms. Harvey clarified that if an employee qualifies for MPLA, they would have to use their accrued sick, personal and vacation time before receiving unpaid time and that their accrued time counts towards the eight weeks of MPLA. If the employee has met the requirements of FMLA, he or she would have an additional four weeks of unpaid time. The parties also discussed payment of health insurance premiums during MPLA/FMLA leave.

II. EXECUTIVE SESSION – On a motion by Mr. Pope, seconded by Mr. Gross, it was unanimously

VOTED: By Roll Call Vote

Mr. Gross – yes

Mr. Pope – yes

Chairperson Teixeira – yes

To enter back into Executive Session at 5:27 p.m. for the purpose of discussing contract negotiations with the nurses and then to enter back into regular session.

(The meeting reconvened at 5:41 p.m.)

III.A. Discussion Regarding Nurse Negotiations (Cont'd) – Chairperson Teixeira stated that the committee does not agree to a 1.5% increase because all of the nurses have already received increases of between 5.42% and 6.07% this year. Having said that, the committee made the following counterproposal in return for the additional 1.5% increase:

- Reduce the work year from 184 to 183 days and adjust salaries accordingly
- Reduce funds to attend professional meetings from \$500 to \$400 per year
- Replace 403(b) language to “pay-as-you-go”
- Reduce job postings from ten calendar days to seven, consistent with other contracts
- Replace job postings on bulletin boards with electronic notification

Chairperson Teixeira stated that there is no doubt in her mind that the nurses' 7 to 7.5% increase will be a topic of discussion among the five new city councilors, and that is why the committee is trying to justify those increases with the counterproposal. Ms. Ulrich responded that the nurses have been trying to get on the teachers' scale for decades. Chairperson Teixeira indicated that she believes the city councilors will be more interested in bottom line numbers.

(A 15-minute recess was taken at this time.)

Mr. Goff presented the following package proposal for a one-year deal:

- 1.5% increase across the board effective the first day of the school year 2015-2016
- One-year deal
- Delete the second paragraph in the duration clause
- Agree to decrease professional meeting amount from \$500 to \$400
- Agree to replace 403(b) language
- Agree to change postings from 10 days to seven days and use electronic method
- They do not agree to reduce the work year from 184 to 183 days.

II. EXECUTIVE SESSION – On a motion by Mr. Gross, seconded by Chairperson Teixeira, it was unanimously

VOTED: By Roll Call Vote

Mr. Gross – yes
Mr. Pope – yes
Chairperson Teixeira – yes

To enter back into Executive Session at 6:02 p.m. for the purpose of discussing contract negotiations with the nurses and then to enter back into regular session.

(The meeting reconvened at 6:10 p.m.)

III.A. Discussion Regarding Nurse Negotiations (Cont'd) – Chairperson Teixeira stated that the committee would also like to change the reference to the “Assistant Superintendent” to “Director of Human Resources” in Article V, Section 2 regarding grievances. If the nurses are agreeable to that, the committee agrees to the above package proposal, including an increase in their salary by 1.5% effective September 1, 2015. Mr. Goff agreed, and Chairperson Teixeira requested that he send her a Memorandum of Agreement for signature.

The February 22nd meeting was tentatively rescheduled to March 14, 2016 at 5:00 p.m.

IV. ACTION – None.

V. ADJOURNMENT – On a motion by Chairperson Teixeira, seconded by Mr. Pope, it was unanimously

VOTED: 3 in favor 0 opposed, to adjourn the Personnel Subcommittee Meeting of January 11, 2016 at 6:15 p.m.

All reference documents and reports are filed in the Superintendent’s office.

Maria Puglisi, Recording Secretary